

Exhibit 1376

Declaration of Lisa J. Cisneros in Support of Plaintiffs'
Opposition Briefs ("Cisneros"), February 6, 2014,
(Dkt. 605)

(Public - redacted under seal portions)

231APPLE039426

From: Felicia Albright (falbright@apple.com)
To: Mete Nadir (mnadir@apple.com)
CC: Rob York (york@apple.com), David Alvarez (david.alvarez@apple.com)
BCC:
Subject: Re: [REDACTED]
Attachments:
Sent: 12/22/2010 12:50:20 PM -0800 (PST)

The dia in [REDACTED]

Felicia Albright

On Dec 22, 2010, at 11:45 AM, Mete Nadir <mnadir@apple.com> wrote:

Felicia,

Do you mind putting the dia in number on the 'notes' field of ical? Currently it is under the location field and the numbers are truncated on the invitation and I have not been able to figure out how to get all the numbers out.

Thanks

Mete

On Dec 22, 2010, at 11:19 AM, Felicia Albright wrote:

Hello Rob and Mete.

I sent over a dia in number and passcode.

Talk to you at 1:00 pm

Felicia

On Dec 22, 2010, at 6:48 AM, Rob York wrote:

OK. Call my cell at 1PM.

Thanks,
Rob

On Dec 22, 2010, at 2:15 AM, David Alvarez wrote:

Mete - 1PM will work for us.

Rob- Will that work for you? If so, I will call your cell.

I'll book a conference once Rob has confirmed.

Thanks,
David

On Dec 21, 2010, at 10:26 PM, Mete Nadir wrote:

I am open anytime between 1 to 4 tomorrow shall we go for 1 pm?

Do we need a conference number?

Thanks

Mete

On Dec 21, 2010, at 9:15 PM, David Alvarez <david.alvarez@apple.com> wrote:

Mete,

I can be free after 10:30AM tomorrow as I have Forrest's staff meeting at 9AM. Please let us know what time works best for you and we can work around it.

Thanks,
David

On Dec 21, 2010, at 9:12 PM, Rob York wrote:

Probably. I haven't finalized my plans for tomorrow. Please suggest some times that would work.

Thanks,
Rob

On Dec 22, 2010, at 12:03 AM, David Alvarez wrote:

Hi Rob,

Sorry to bug you on your vacation. Is it possible to get on a call tomorrow to finalize [REDACTED] offer numbers?

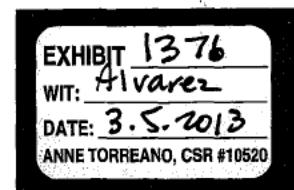
Let me know.

Thanks,
David

Begin forwarded message:

From: David Alvarez <david.alvarez@apple.com>
Date: December 20, 2010 12:22:06 AM PST
To: Rob York <york@apple.com>
Cc: Felicia Albright <falbright@apple.com>, Kirsten Haithcox <haithcox@apple.com>
Subject: Re: [REDACTED]

Rob,



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We will go back and review internal equity again and come up with a new proposal for your review.

Keep in mind, the market is not the same as it was 6-12 months ago. We have been seeing candidates with multiple aggressive offers since July.

[REDACTED] This is a different market [REDACTED] This is due to the market changing. This will most likely create an internal comp issue with current employees. [REDACTED]

When we go threw these market cycles, this is the time where the power starts to shift to the candidate vs the employer. Just as a data point, Google gave it's employees a 10% increase to deal with the aggressive offers out in the market.

[REDACTED]

I have copied Kirsten on this email as I have already spoken with Chris and his team about the market changing.

Thanks,
David

Sent from my iPhone 4

On Dec 19, 2010, at 11:45 PM, Rob York wrote:

I am on vacation this week. You can call me on my cell, though most of Monday will be airbome.

I did talk to Mete on the 17th. His take is that we have been finding as good or better candidates for much more reasonable salaries. The issue is that [REDACTED] is a manager now, but would be coming into an IC role in Apple.

Thanks,

Rob

On Dec 19, 2010, at 9:56 PM, David Alvarez wrote:

Hi Rob,

Can we chat live about this? Please let me know what time slot you have available tomorrow and I will be there.

Thanks,

David

On Dec 17, 2010, at 12:37 PM, Rob York wrote:

I am not willing to go so high of a salary when compared to his peer group.

We can generate a fair offer within the average of the [REDACTED]

Sent from my iPhone

On Dec 17, 2010, at 11:10 AM, Felicia Albright <falbright@apple.com> wrote:

Hi Rob,

I had our Relocation department do a cost of living assessment. Currently [REDACTED] is at a base salary of 110K in Troy, Michigan. The cost of living analysis showed a differential of 44.4% when compared to the Bay Area. If we were to adjust for that accordingly his base salary would be approximately [REDACTED] In researching your team's current average thought [REDACTED] was the highest we could possibly go on base. I'm hoping with the [REDACTED]

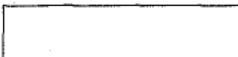
Thanks,

Felicia

On Dec 16, 2010, at 2:03 AM, Rob York wrote:

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Thanks,

Rob

On Dec 16, 2010, at 1:34 PM, Felicia Albright wrote:

Hello Rob,

Mete would like to extend an offer to [REDACTED] for a Mechanical Supplier Quality Engineer position. You interviewed [REDACTED] over the phone last week. His resume is attached.

My compensation recommendation for [REDACTED] is a base compensation of [REDACTED]
[REDACTED] Please let me know if you approve of this offer.

Thanks, Felicia

[REDACTED]
Resume_10_25_10.doc>

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